



Costa Position Description

Document ID:	
Version No:	002
Issue Date:	29 January 2026
BU/Site:	Citrus and Grapes
Authorised by:	HR Manager

Position Title:	Irrigation Technician
Department:	Citrus
Reporting To:	Irrigation Manager
Award	Horticultural Award 2020
Location:	Emerald

1. Basic Summary of Position:

The Irrigation Technician is responsible for implementing the prescribed irrigation and fertigation program to meet the specific crop requirements for the citrus crops. To maintain the integrity of irrigation systems and associated equipment and to ensure the equipment is maintained to the highest level.

2. Key Accountabilities and Responsibilities:

Responsibilities & Duties

- Operate pumps, valves and controllers to control the flow of water;
- Regulate flow through stages of treatment such as filtering, the addition of chemicals and fertilisers;
- Prepare reports and logs detailing plant operations;
- Follow the defined scheduling programmes, using probes and associated irrigation scheduling technology to achieve optimum fruit size and quality;
- Operate pumps, valves and irrigation controllers to apply water and nutrients at the correct time in the correct quantity;
- Manage logistics of activities to make the best use of time and available resources; and
- Conduct safe working practices (WH&S) within the irrigation and field operations.

Maintenance of Irrigation Infrastructure

- Monitor and conduct maintenance, servicing and cleaning and irrigation delivery equipment including emitters, drippers and associated equipment;
- Maintain pump and filter boards at each pump site according to schedule;
- Investigate and Report faults in water supply and storage systems;
- Assist with installation of irrigation piping and/or systems as required;
- Follow the schedule for maintenance/ repair and retesting of all drip lines and valves;
- Carry out flushing of lines and all maintenance required as directed by the Irrigation Manager;
- Undertake identified corrective action immediately and report; and
- Follow up on corrective action.

Staff Performance Management and Training

- Supervise, train and motivate irrigation team members;
- Set production and performance targets and KPIs for team members;
- Plan and actively engage with an effective training and development program; and
- As part of your responsibility, it is important for succession planning, to cultivate and develop an employee who could, in time, potentially move into your position if required. This will be an ongoing strategy and will ensure Costa's 2PH operation is assured of continuity in future management capability.

Quality Assurance

- Provide personal leadership in all aspects of Quality Assurance including product quality and the processes and methods in order to achieve quality;
- Complete and distribute all required forms daily, weekly and monthly; and



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- Perform other duties, and instructions as (reasonably and lawfully) assigned, to enhance the performance of the Company and its values, mission and goals.

General Workplace Health and Safety Responsibilities

- Take reasonable care of his/her own health and safety and for the safety of others who may be affected by his/her acts or omissions at work;
- Be wholly conversant with, understand and adhere to Company WH&S policies and procedures in line with the standards of Costa Group and the requirements of the WH&S Act;
- Work in accordance with the policies and procedures of Costa Group, as amended from time to time;
- Obey all reasonable instructions to protect his/her own health and safety, and the health and safety of others;
- Correctly use and maintain personal protective equipment provided for health and safety purposes;
- Report immediately any hazards, incidents or near misses;
- Contribute by making positive suggestions on improvements to safe work practices; and
- Be unaffected by alcohol or drugs whilst at work.

3. Key Challenges:

- This position involves the management, performance and verification of work affecting quality. Accordingly there is responsibility and authority to initiate preventative action, find solutions and provide necessary controls;
- Ability to work in a team environment, adapt, demonstrate initiative, and cope with continual change; and
- Welcomes and values diversity, and contributes to an inclusive working environment where differences are acknowledged and respected'

4. Candidate Requirements:

(a) Education, Qualifications, Training:

- ChemCert accreditation;
- Ability to hold a current 'C' Class drivers' licence; and
- A High Risk Licence – Forklift or the ability to obtain one.

(b) Experience, Skills, Knowledge:

- English language skills essential, with sufficient English communication skills to understand and comply with OH&S requirements;
- Sound knowledge of and experience in irrigation methods relating to large scale horticultural production;
- Understanding of machinery operation, repairs and maintenance;
- Knowledge of contemporary soil moisture monitoring techniques;
- Experience with irrigation scheduling and controllers;
- Mechanical aptitude, the ability to make repairs;
- Familiar with the safety requirements of handling and applying fertiliser and Agricultural Chemicals; and
- Confidence to work independently during irrigation / fertigation and maintenance operations



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(c) Competencies/Character Qualities/Values:

- Determination – acting decisively and with a sense of urgency;
- Passion – challenging the status quo and acting with energy and enthusiasm;
- Accountability – focusing on outcomes and delivering on commitments;
- Sincerity – acting boldly in an open, honest, and responsible manner;
- Respect – treating others as we expect to be treated in attitude, communication, and personal safety; and
- Trust – building confidence by being reliable, consistent, and transparent; following through on commitments; and supporting a work environment where team members feel safe to ask questions and rely on each other.

5. Other Relevant Information:

- The Irrigation Technician will be expected to do out of hours work as required by the Irrigation Manager;
- Holidays – timed to not impact seasonal requirements;
- Responsible for ensuring that your work practices are consistent with company principles;
- Ensure that behaviours outlined in Costa Group vision and values are fostered and practiced; and
- Regular local and interstate travel and site presence will be required.

6. Position description Acceptance

I agree and accept all terms, conditions and duties outlined in this document.

Employee Name: _____

Employee Signature: _____ Date: _____